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ABSTRACT

Data on Illinois community college faculty and staff characteristics are presented and analyzed in this report for fall 1983. Tables provide statistics on faculty and staff employment classification by college; full-time employment classification by sex and ethnic origin; full-time teaching faculty by highest degree held, age, sex, tenure status, and years of service; years of related work experience of occupational full-time teaching faculty; primary teaching area of full- and part-time teaching faculty; full-time academic support personnel by highest degree held, sex, age, and years of service; and full-time adminstrative personnel by highest degree held, age, sex, and years of service. Summary findings included the following: (1) during the fall 1983 term, 17,640 personnel were employed by the Illinois community college, including 11,494 full-time staff members; (2) teaching faculty and academic support personnel appeared to be quite stable, with many personnel over 40 years of age, tenured, and having been employed at their respective colleges over 10 years; (3) most employment classifications, with the exception of clerical and custodial areas, showed a fairly even distribution of males and females, though more men than women were employed as administrators and full-time teaching faculty; and (4) the overall distribution of full-time personnel by racial/ethnic categories was similar to the student population distribution. (LAL)

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CHARACTERISTICS OF ILLINOIS PUBLIC COMMUNITY COLLEGE FACULTY AND STAFF, FALL TERM 1983

Illinois Community College Board
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September 1984

JC 840 601

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CHARACTERISTICS OF ILLINOIS PUBLIC COMMUNITY COLLEGE
FACULTY AND STAFF, FALL TERM 1983

This report presents a summary of the results of the collection of Illinois community college faculty and staff characteristics data for the 1983 (FY 1984) fall term. Although the Illinois Community College Board has been collecting data on the characteristics of community college staff on a pilot basis for a number of years, FY 1984 was the first year that colleges were required to submit data in computer readable form for all full- and part-time teaching faculty and all other full-time staff employed by the college during the fall term. Fourteen of the colleges were unable to meet this requirement for part-time teaching faculty during FY 1984. Because these fourteen colleges account for over one-third of the community college part-time teaching faculty, this report will present only the total number of part-time teaching faculty reported by each college but will not analyze these data.

Detailed reports on the data submitted for each college have been prepared and sent to each college for its use in personnel planning and evaluation.

EMPLOYMENT CLASSIFICATION

The fifty-two Illinois public community colleges reported a total of 17,640 full- and part-time teaching faculty and all other full-time staff during the 1983 fall term. Each staff member was reported by one of eight employment classifications: teaching faculty, academic support, administration, supervisory, technical, clerical, custodial, and other. Table 1 shows a summary of the number of staff by employment classification for each community college. Of full-time staff, the largest category was full-time teaching faculty with 4,988. The second largest category was clerical with 2,324 personnel. The smallest reported category was supervisory with 299. A large number of colleges did not report personnel in this latter category, indicating that this classification is not used at many institutions.

The total number of full-time administrative personnel was 829 for the fifty colleges reporting these data. The number of administrators reported ranged from less than ten in some single college districts to over 200 in the largest multi-college district. The ratio of administrators to full-time teaching faculty ranged from 1:2 to 1:39 in single college districts with a statewide ratio of 1:6. Some of the variation in both number of administrators and administrator/faculty ratios can be explained by differences among colleges in classifying administrative personnel. For example, some colleges classify only presidents and vice-presidents as administrative while other colleges classify the directors of various discipline areas as well as top administrators in this category. Another explanation for the variation in ratios is that some colleges use part-time teaching faculty to a much greater extent than full-time teaching faculty resulting in a disproportionate ratio of administration to full-time faculty.

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Table 1

ILLINOIS PUBLIC COMMUNITY COLLEGE FALL 1983 FACULTY AND STAFF
DETAILED EMPLOYMENT CLASSIFICATION BY COMMUNITY COLLEGE

Dist. No.	District/ Campus Name	Teaching Faculty FT	Teaching Faculty PT*	Academic Support	Administration	Supervisory	Technical	Clerical	Custodial	Other	Total
501	Kaskaskia	62	123	12	10	2	4	24	7	--	244
502	DuPage-Adm. Unit	--	--	18	15	31	61	102	51	13	291
	Main	199	--	16	7	3	3	11	1	1	241
	Open	6	--	12	2	--	--	15	--	1	36
503	Black Hawk	--	--	--	--	--	--	--	--	--	--
	Quad Cities	129	176	14	14	19	26	64	39	5	486
	East	26	49	6	4	--	4	15	7	1	112
504	Triton	228	534	35	40	35	93	108	72	19	1164
505	Parkland	159	320	23	4	17	28	57	21	--	629
506	Sauk Valley	58	116	6	15	--	--	30	21	--	246
507	Danville	59	69	3	7	23	13	37	18	12	241
508	Chicago-Adm. Unit	--	--	--	50	--	68	42	21	--	181
	Kennedy-King	222	--	13	17	--	22	73	40	--	387
	Loop	180	--	15	11	--	8	71	22	--	307
	Malcolm X	150	--	18	15	--	30	57	37	1	300
	Truman	176	--	12	16	--	41	63	33	1	342
	Olive-Harvey	149	--	12	15	--	12	63	27	2	280
	Daley	130	--	12	14	--	13	55	24	3	251
	Wilbur Wright	172	--	14	15	--	7	75	18	2	303
	Urban Skills	80	--	--	23	--	114	61	17	--	305
	City-Wide	61	--	2	36	--	195	29	--	--	323
509	Elgin	90	218	2	25	17	24	52	17	--	445
510	Thornton	63	16	9	--	--	--	--	--	--	88
511	Rock Valley	139	253	11	20	4	28	62	25	--	542
512	Harper	175	484	21	18	--	66	142	71	20	997
513	Illinois Valley	85	146	14	19	5	7	36	19	4	304
514	Illinois Central	190	396	13	41	13	35	80	67	--	935
515	Prairie State	103	290	--	19	9	35	55	11	2	524
516	Waubonsee	77	293	--	25	--	20	33	8	--	456
517	Lake Land	102	--	15	13	8	21	35	32	--	226
518	Carl Sandburg	57	192	--	16	--	20	37	15	--	337
519	Highland	40	125	7	13	7	4	21	22	1	240
520	Kankakee	46	72	33	5	9	3	62	6	1	237
521	Rend Lake	53	69	4	20	--	--	--	--	--	146
522	Belleville	113	--	12	5	3	--	114	--	--	287
523	Kishwaukee	49	--	5	8	7	7	--	--	--	76
524	Moraine Valley	170	343	19	16	3	68	84	31	4	738
525	Joliet	154	342	8	35	--	21	69	39	18	686
526	Lincoln Land	132	213	6	22	5	16	52	23	2	471
527	Morton	62	111	4	15	--	20	31	20	8	271
528	McHenry	50	105	5	7	22	2	36	6	--	233
529	Ill. Eastern-Adm. Unit	--	--	--	7	--	--	12	--	--	19
	Lincoln Trail	35	46	--	5	11	--	6	7	--	110
	Olney Central	32	47	2	6	12	--	10	8	--	117
	Wabash Valley	51	42	4	8	12	--	19	12	--	148
	Frontier	9	178	1	8	4	--	8	1	--	209
530	Logan	52	24	30	--	--	1	--	5	--	112
531	Shawnee	29	2	5	2	--	6	13	6	1	64
532	Lake County	152	--	15	40	--	4	--	--	--	211
533	Southeastern	62	92	1	11	1	9	26	10	5	217
534	Spoon River	37	78	4	13	2	14	19	8	7	182
535	Oakton	145	363	46	17	1	52	68	36	12	740
536	Lewis and Clark	83	130	16	15	13	16	43	44	--	360
537	Richland	49	86	7	11	--	2	--	--	--	155
539	John Wood	15	1	10	8	--	6	1	--	--	41
601	SCC-East St. Louis	41	2	8	6	1	12	46	--	--	116
	TOTAL	4588	6146	622	829	299	1261	2324	1025	146	17640

*Data from 38 colleges only

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Table 2 presents a state summary of employment classification by sex. Analysis of full-time staff reveals that total employment by sex is fairly evenly distributed with 49.2 percent females and 50.8 percent males. However, examination by employment classification shows much more diversity. As might be expected, the clerical staff was predominantly female (90.8 percent) and the custodial staff was predominantly male (82 percent). Three categories--academic support, supervisory and other--were fairly evenly distributed between the sexes with 47.3, 51.5, and 53.4 percent females, respectively. Technical staff was 59 percent female. More men than women were employed as administrative staff (69.1 percent) and as teaching faculty (63.2 percent).

Table 2

ILLINOIS COMMUNITY COLLEGE FALL 1983 FULL-TIME FACULTY AND STAFF EMPLOYMENT CLASSIFICATION BY SEX

CLASSIFICATION	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
Teaching	1837	32.5	3151	54.0	4988	43.4
Academic Support	294	5.2	328	5.6	622	5.4
Administration	256	4.5	573	9.8	829	7.2
Supervisory	154	2.7	145	2.5	299	2.6
Technical	744	13.2	517	8.9	1261	11.0
Clerical	2110	37.3	214	3.7	2324	20.2
Custodial	184	3.3	841	14.4	1025	8.9
Other	78	1.4	68	1.2	146	1.3
TOTAL	5657	100.0	5837	100.0	11494	100.0

Employment classification categories distributed by ethnic origin and sex for full-time personnel are presented in Table 3. Overall, the racial/ethnic origin was as follows: Asian, 1.6 percent; American Indian, 0.1 percent; Black, 14.9 percent; Hispanic, 1.7 percent; White, 77.0 percent; and Other or Unknown, 4.2 percent. The ethnic/racial distribution of community college staff was similar to that of both the community college student and the general state populations, except that the proportion of Hispanic community college staff was somewhat lower. Examination of racial/ethnic data within employment classifications reveals that the distribution varied considerably. The highest proportional representation for Blacks was in the custodial category where they comprised 24.4 percent, while the largest proportional representation for whites was in the supervisory category with 92.6 percent of that group. Hispanics appeared to be under-represented in all employment classification categories. Blacks tended to be under-represented among full-time teaching faculty, academic support and supervisory personnel and over-represented in the technical, clerical, and custodial areas.

Table 3

ILLINOIS COMMUNITY COLLEGE FALL 1983 FULL-TIME FACULTY AND STAFF EMPLOYMENT CLASSIFICATION BY ETHNIC ORIGIN AND SEX

CLASSIFICATION	ETHNIC											
	Asian		American Indian		Black		Hispanic		White		Other/ Unknown	
	F	M	F	M	F	M	F	M	F	M	F	M
Teaching	42	65	2	3	282	209	21	22	1385	2730	105	122
Academic Support	4	6	0	0	39	31	2	7	222	250	27	34
Administration	3	6	1	1	54	57	6	8	175	500	17	1
Supervisory	1	1	0	0	9	5	3	1	139	138	2	0
Technical	11	20	4	2	214	84	31	19	449	371	35	21
Clerical	16	7	0	0	399	68	31	5	1599	130	65	4
Custodial	0	6	0	1	64	186	3	37	114	571	3	40
Other	0	0	0	0	8	7	2	2	64	51	4	8
TOTAL	77	111	7	7	1069	647	99	101	4147	4741	258	230

In all racial/ethnic categories except Black, the number of men was equal to or slightly larger than the number of women. Over 62 percent of the Black faculty and staff were females. This was also the only racial/ethnic group in which there were more women than men in the employment classification categories of teaching faculty and academic support.

The next three sections will discuss more in-depth analyses of three employment classification categories--teaching faculty, academic support, and administration.

TEACHING FACULTY

An examination of data submitted on the highest academic degree earned by full-time teaching faculty reveals that 79.9 percent had Master's degrees or higher. More men (12.4 percent) than women (7.5 percent) had Doctoral degrees for a combined percentage of 10.6 percent. Table 4 presents a breakdown of highest academic degree by sex.

Table 4

HIGHEST DEGREE OF FULL-TIME TEACHING FACULTY

DEGREE	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
Associate	16	0.9	47	1.5	63	1.3
Bachelor's	235	12.8	257	8.2	492	9.9
Master's	1269	69.1	2150	68.2	3419	68.5
Professional	6	0.3	32	1.0	38	0.8
Doctoral	138	7.5	392	12.4	530	10.6
Other	31	1.7	69	2.2	100	2.0
None/Unknown	142	7.7	204	6.5	346	6.9
TOTAL	1837	100.0	3151	100.0	4988	100.0

The age structure of the teaching faculty is shown in Table 5. The largest percentage, 36.2 percent, of the full-time faculty members were between the ages of 40 and 49 years. Another 28.5 percent were in the age category 30 to 39. Only 3.5 percent were under 30 and less than two percent were over age 65. Women appeared to be slightly younger than men with 36.2 percent compared to 29.7 percent under 40.

Table 5

AGE OF FULL-TIME TEACHING FACULTY

AGE	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
<30	91	5.0	84	2.7	175	3.5
30-39	573	31.2	851	27.0	1424	28.5
40-49	621	33.8	1184	37.6	1805	36.2
50-54	210	11.4	462	14.7	672	13.5
55-59	172	9.4	299	9.5	471	9.4
60-64	102	5.6	168	5.3	270	5.4
65+	34	1.9	59	1.9	93	1.9
Unknown	34	1.9	44	1.4	78	1.6
TOTAL	1837	100.0	3151	100.0	4988	100.0

A high percentage, 82.8 percent, of the full-time teaching faculty were tenured. Slightly over three percent were reported to be in non-tenure track positions (see Table 6). A comparison of these data with information on the years of service at the college (Table 7) indicates that the percentage of tenured faculty corresponds with the percentage of faculty who had taught at the college for three years or more. Further examination of years of service reveals that over one-half of the faculty had been employed at the same college for 11 years or more. Men were reported to have more years of service than women. Fifty-five percent of the women faculty members had taught ten years or less compared to only 39.8 percent of the men.

Table 6

TENURE STATUS OF FULL-TIME TEACHING FACULTY

STATUS	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
Tenured	1424	77.5	2706	85.9	4130	82.8
Not Tenured	330	18.0	370	11.7	700	14.0
Other (Non-tenured)	83	4.5	75	2.4	158	3.2
TOTAL	1837	100.0	3151	100.0	4988	100.0

Table 7

YEARS OF SERVICE OF FULL-TIME TEACHING FACULTY

YEARS	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
<1	100	5.4	115	3.6	215	4.3
1-2	214	11.6	249	7.9	463	9.3
3-5	274	14.9	355	11.3	629	12.6
6-10	425	23.1	537	17.0	962	19.2
11-20	725	39.5	1664	52.8	2389	47.8
21-30	40	2.2	159	5.0	199	4.0
31+	9	0.5	18	0.6	27	0.5
Unknown	49	2.7	55	1.7	104	2.1
TOTAL	1837	100.0	3151	100.0	4988	100.0

Each faculty member was assigned to a primary teaching area and, if appropriate, to a secondary teaching area. Table 8 presents the number of teaching faculty employed in primary teaching areas as designated by a two-digit Classification of Instructional Programs (CIP) code. Examination of primary teaching area assignments shows that the largest primary teaching area was letters (English, literature, etc.), with 632 full-time teaching faculty. The second largest number of full-time faculty, 461, occurred in the business and office area. Other large areas included social sciences, 385; health sciences, 319; mathematics, 312; life sciences, 258; visual and performing arts, 211; and engineering, 202. Although complete data are unavailable for part-time faculty, several teaching areas appear to be staffed by a larger number of part-time than full-time faculty. These areas include business and management, business and office, allied health, basic skills, precision production, visual and performing arts, and a number of other areas.

The final factor analyzed for teaching faculty was the number of years of related work experience reported for faculty with occupational teaching area assignments. Table 9 reflects the data reported by the colleges for this variable. Because it was difficult to differentiate between no work experience and missing data, both responses have been grouped together on the table. Of the 1,895 full-time occupational faculty, 616 had reported related work experience. . Of these 616, 27.5 percent had 11 years or more, 59.5 percent had between three and ten years and the remainder had one to two years of work experience related to their teaching assignments.

Table 9

YEARS OF RELATED WORK EXPERIENCE OF OCCUPATIONAL FULL-TIME TEACHING FACULTY BY EMPLOYMENT STATUS

YEARS	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
0/Unknown	589	70.5	690	65.1	1279	67.5
1-2	35	4.2	39	3.7	74	3.9
3-5	84	10.1	93	8.8	177	9.3
6-10	74	8.9	116	10.9	190	10.0
11-20	43	5.2	89	8.4	132	7.0
21-30	10	1.2	27	2.5	37	2.0
30+	0	0.0	6	0.6	6	0.3
TOTAL	835	100.0	1060	100.0	1895	100.0

ACADEMIC SUPPORT

Academic support staff includes such professionals as librarians and counselors. The colleges reported a total of 622 full-time persons employed in this category. Table 10 shows information on the highest academic degree

Table 8

PRIMARY TEACHING AREA OF TEACHING FACULTY

CIP		Total Full-time	Part-time*
01.	Agribusiness and Agricultural Production	84	30
02.	Agricultural Sciences	11	5
03.	Renewable Natural Resources	5	0
04.	Architecture and Environmental Design	18	2
05.	Area and Ethnic Studies	2	1
06.	Business and Management	189	736
07.	Business and Office	461	811
08.	Marketing and Distribution	37	62
09.	Communications	26	31
10.	Communications Technologies	10	5
11.	Computer and Information Sciences	32	72
12.	Personal Services	23	17
13.	Education	117	112
14.	Engineering	21	44
15.	Engineering-Related Technologies	202	177
16.	Foreign Languages	70	81
17.	Allied Health	239	262
18.	Health Sciences	319	121
19.	Home Economics	7	21
20.	Vocational Home Economics	96	152
21.	Industrial Arts	5	8
22.	Law	10	15
23.	Letters	632	423
24.	Liberal/General Education	14	40
25.	Library and Archival Science	1	6
26.	Life Sciences	258	105
27.	Mathematics	312	301
28.	Military Sciences	1	1
30.	Multi/Interdisciplinary Studies	71	8
31.	Parks and Recreation	5	4
32.	Basic Skills	64	554
33.	Citizenship/Civic Activities	0	1
34.	Health-Related Activities	1	18
35.	Interpersonal Skills	1	0
36.	Leisure and Recreational Activities	64	199
37.	Personal Awareness	1	16
38.	Philosophy and Religion	28	46
40.	Physical Sciences	0	9
41.	Science Technologies	143	185
42.	Psychology	57	152
43.	Protective Services	8	13
44.	Public and Social Services	385	240
45.	Social Sciences	12	42
46.	Construction Trades	141	110
47.	Mechanics and Repairers	123	274
48.	Precision Production	1	16
49.	Transportion and Material Moving	1	16
50.	Visual and Performing Arts	211	297
Unknown		224	193
TOTAL		4988	6146

*Data from 38 colleges

attained by this group. The largest number of academic support staff, 403, (64.8 percent) had Master's degrees. Doctoral degrees had been attained by 8.8 percent. Almost 73 percent of the Doctoral degrees were held by male academic support personnel. On the whole, women in this category had a slightly lower level of degree attainment than men, although 60.2 percent held Master's degrees.

Table 10

HIGHEST DEGREE OF FULL-TIME ACADEMIC SUPPORT PERSONNEL

DEGREE	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
Associate	6	2.0	7	2.1	13	2.1
Bachelor's	39	13.3	18	5.5	57	9.2
Master's	177	60.2	226	68.9	403	64.8
First Professional	1	0.3	1	0.3	2	0.3
Doctoral	15	5.1	40	12.2	55	8.8
Other	3	1.0	3	0.9	6	1.0
None/Unknown	53	18.0	33	10.1	86	13.8
TOTAL	294	100.0	328	100.0	622	100.0

Table 11 presents the age structure of academic support personnel. The age structure of this group was similar to that of the teaching faculty. The major difference occurred in the less than 30 age group where 7.4 percent of the academic support group were located compared to only 3.5 percent of the teaching faculty. Females in the academic support area tended to be younger than their male counterparts. The highest percentage of women, 32.3 percent, occurred in the 30 to 39 age category while the highest percentage of men, 40.9 percent, was in the 40 to 49 age group.

Table 11

AGE OF FULL-TIME ACADEMIC SUPPORT PERSONNEL

AGE	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
< 30	35	11.9	11	3.4	46	7.4
30-39	95	32.3	87	26.5	182	29.3
40-49	88	29.9	134	40.9	222	35.7
50-54	31	10.5	39	11.9	70	11.3
55-59	26	8.8	32	9.8	58	9.3
60-64	13	4.4	14	4.3	27	4.3
65+	4	1.4	4	1.2	8	1.3
Unknown	2	0.7	7	2.1	9	1.4
TOTAL	294	100.0	328	100.0	622	100.0

Analyses of the number of years of employment at the college (Table 12) indicates that the academic support staff had not been employed at their colleges as long as the teaching faculty. However, the largest percentage, 35.4 percent, occurred in the 11 to 20 year category as it had for faculty. Slightly over five percent had been employed at their college less than one year. Males tended to have been employed longer than females with the largest percentage of men, 47 percent, being employed 11 to 20 years. Forty-eight percent of the women had been employed five years or less compared to 26.3 percent of the men. The distribution of females was much more evenly spread across the years of service categories with percentages ranging from 20 to 24 percent in the 1-2, 3-5, 6-10, and 11-20 categories.

Table 12

YEARS OF SERVICE OF FULL-TIME ACADEMIC SUPPORT PERSONNEL

YEARS	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
<1	19	6.5	14	4.3	33	5.3
1-2	59	20.1	31	9.5	90	14.5
3-5	63	21.4	41	12.5	104	16.7
6-10	70	23.8	69	21.0	139	22.3
11-20	66	22.4	154	47.0	220	35.4
21-30	4	1.4	4	1.2	8	1.3
31+	2	0.7	2	0.6	4	0.6
Unknown	11	3.7	13	4.0	24	3.9
TOTAL	294	100.0	328	100.0	622	100.0

ADMINISTRATIVE PERSONNEL

The colleges classified 829 staff in the full-time administrative employment classification category. As noted earlier in the report, the data indicate that colleges use different institutional policies for classifying administrative personnel. Hence, if comparative analysis is desired for this category, each college's local institutional classification policies would need to be obtained and appropriately considered. Interpretation of the following summary data should also take classification differences into consideration.

Analysis of the highest academic degree data reported for administrators (Table 13) shows that this information was not available for a relatively large number of administrators. Doctoral degrees were held by 20.5 percent of the administrative staff. Forty-seven percent of the administrators had Master's degrees and 15.4 percent had Bachelor's degrees. As with the employment classification categories discussed earlier, male administrators appeared to have achieved slightly higher academic levels than female administrators, although the large number of missing data for women makes it difficult to interpret.

Table 13

HIGHEST DEGREE OF FULL-TIME ADMINISTRATIVE PERSONNEL

DEGREE	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
Associate	8	3.1	10	1.7	18	2.2
Bachelor's	50	19.5	78	13.6	128	15.4
Master's	114	44.5	276	48.2	390	47.0
First Professional	1	0.4	7	1.2	8	1.0
Doctoral	28	10.9	142	24.8	170	20.5
Other	4	1.6	5	0.9	9	1.1
None/Unknown	51	19.9	55	9.6	106	12.8
TOTAL	256	100.0	573	100.0	829	100.0

Administrative personnel (Table 14) were slightly younger than the teaching faculty with 71 percent being less than 50 years of age compared to 68 percent of the teaching faculty. A large number of administrators were between 40 and 50 years old. Female administrators tended to be younger than male administrators, with 10.5 percent of the females less than 30 years of age compared to only 2.5 percent of the men in this group.

Table 14

AGE OF FULL-TIME ADMINISTRATIVE PERSONNEL

AGE	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
<30	27	10.5	15	2.6	42	5.1
30-39	80	31.3	157	27.4	237	28.6
40-49	84	32.8	226	39.4	310	37.4
50-54	31	12.1	92	16.1	123	14.8
55-59	21	8.2	48	8.4	69	8.3
60-64	9	3.5	28	4.9	37	4.5
65+	3	1.2	7	1.2	10	1.2
Unknown	1	0.4	0	0.0	1	0.1
TOTAL	256	100.0	573	100.0	829	100.0

The final variable examined for this group was years of service at the college (Table 15). It should be noted that years of service at the college does not necessarily indicate the number of years in the presently held position. On the whole, administrative personnel had fewer years of service at the college than either teaching faculty or academic support personnel. Over 67 percent of the administrators had been at their institutions ten years or less compared to 45.4 and 58.8 percent, respectively, for the other two groups.

Close to 26 percent had been employed between 11 and 20 years. Female administrators had been employed a fewer number of years than male administrators. Over 76 percent of the women, compared to 63.6 percent of the men, had been employed for ten years or less.

Table 15

YEARS OF SERVICE OF FULL-TIME ADMINISTRATIVE PERSONNEL

YEARS	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
<1	25	9.8	25	4.4	50	6.0
1-2	47	18.4	90	15.7	137	16.5
3-5	68	26.6	122	21.3	190	22.9
6-10	55	21.5	127	22.2	182	22.0
11-20	49	19.1	170	29.7	219	26.4
21-30	2	0.8	8	1.4	10	1.2
31+	0	0.0	5	0.9	5	0.6
Unknown	10	3.9	26	4.5	36	4.3
TOTAL	256	100.0	573	100.0	829	100.0

SUMMARY AND CONCLUSIONS

Community colleges in Illinois provided detailed characteristics data for 17,640 personnel employed in the 1983 fall term. Because the limited data on part-time teaching faculty did not constitute a representative sample, this year's summary report presents the results of analyses of data on the 11,494 full-time personnel only.

Teaching faculty and academic support personnel appear to be quite stable in the community college system with many personnel being over 40 years of age, tenured, and having been employed at their respective colleges for over ten years.

Analyses of the employment of males and females within the system indicate that with the exception of those areas such as clerical and custodial which have traditionally been dominated by one sex, most employment classification areas show a fairly even distribution of males and females. More men than women were employed as administrators and full-time teaching faculty. Examination of the age distribution and years of service by sex for these two areas indicates that the sex distribution might be changing since women tended to be younger and had fewer years of service than the men in these positions. However, men still outnumbered women in the lower years of service categories indicating colleges are still hiring more men than women for administrative and teaching faculty positions.

The overall distribution of all full-time personnel by racial/ethnic categories was similar to the student population distribution. Considerable variation in racial/ethnic distribution was found among the various employment classification areas.

Much has been learned from the Illinois Community College Board's first year of concentrated effort to collect information about public community college faculty and staff in Illinois. This knowledge includes not only a better understanding of the characteristics of faculty and staff but also an understanding of what is needed to enhance the quality of the information in the future.

The largest gap in the data involves part-time faculty. Many colleges have not systematically collected data on these individuals. Since community colleges rely heavily on part-time faculty, it is important to be able to know something about them. We anticipate that the quantity and quality of the information on this important group within the community college system will improve as the colleges develop systematic methods to collect these data.

Future data collection efforts should be enhanced by better operational definitions for the data elements. This will improve the consistency of the information from college to college.

In spite of the fact that there are some missing data elements and a few definitional problems, a solid database has been established that will allow studies to be conducted on variation within employment classification, age, sex, racial/ethnic origin, educational level, and years of experience for all faculty and staff. In addition, research on teaching faculty characteristics can include variables such as primary and secondary teaching area assignments and years of work-related experience.

The addition of the individual faculty and staff database to the extensive individualized student database maintained on computer by the Illinois Community College Board allows Illinois to be at the forefront in the capacity to conduct research on the community college system.

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